MGT 585 Management & Organizational Behavior
Spring 2026, Section 02W

COURSE DESCRIPTION

This course is designed to provide an in-depth understanding of individual, group and organizational dynamics in order to influence and manage behaviors in an organizational context. In particular, the course focuses on topics such as developing self-awareness, managing diversity, understanding people at work, creative problem-solving, supportive communication, groups and teams, the use of power and influence, motivation techniques, effective leadership, managing conflict, and organizational culture.

COURSE INFORMATION

Professor: Dr. Stephanie Dunn

Email: stephanie.dunn@etamu.edu

Office Hours: Via email. Email is the primary and preferred mode of communication in this class. Typical response time is 24-48 hours. Be sure to use professional email protocol. See Interaction with Instructor guidelines on page 6.

REQUIRED COURSE MATERIALS

- Black, J. S., & Bright, D. S. (2025). *Organizational behavior*. OpenStax. https://openstax.org/details/books/organizational-behavior
- See Technology Requirements on pages 4-5

CLASS STRUCTURE

MGT 585 is a 100% online course delivered via D2L. The Module To-Do List each week describes required assignments and tasks (e.g., readings, exams, assignments, etc.). Remember to check the MGT 585 D2L site daily for announcements. Online interactions in MGT 585 occur asynchronously. Each course module covers a specific time period, and course requirements must be submitted by the deadline. Regardless of your current time zone location, course due dates are based on Central Time (CT).

- Each module opens and closes at designated times on its appropriate week.
- Previous modules remain open, but late submissions for prior work are not allowed.
- **See the Course Schedule and the MGT 585 D2L course for official start and end dates/times for each module.**

- Students are required to complete the MGT 585 Syllabus Acknowledgement to acknowledge specific module start/end dates and other course information.
- Exams are **only open during a designated window**, not the entire module or week (see Course Schedule for exam open and close times).
- Please be aware that this MGT 585 course may differ in terms of course requirements, grading, and course expectations than other graduate courses you have taken.

LEARNING OUTCOMES
- Understand key concepts of management and organizational behavior related to individuals and groups.
- Understand how to improve managerial decision making and communication using different theories and concepts.
- Be prepared to address managerial and ethical issues that arise in organizations.

MEANS OF ASSESSMENT

Chapters Quizzes: Timed chapters quizzes occur weekly. Chapters quizzes are **open book/open notes** and may contain multiple-choice and true/false questions. Each quiz is worth 10 points. **Open book/open notes means that students may utilize a digital version of the textbook or print out their own book chapters and/or notes to use. Students are not allowed to work together or share resources to complete a chapters quiz.** These quizzes assess student knowledge regarding textbook chapter readings. Chapters quizzes also help students review their knowledge of important concepts prior to the Midterm Exam and Final Exam.

Chapters quizzes are **independent student assignments**. **Outside assistance of any kind other than the open book/open notes allowance described above is strictly prohibited.** Additionally, copying or sharing questions in any format is strictly prohibited and will be considered a violation of the ETAMU Student Code of Conduct, MGT 585 Honor Code, and copyright law. Quizzes and exams will be reviewed to ensure question quality and overall question performance. See Class Schedule and D2L for quiz dates.

Exams: A Midterm Exam and Final Exam are required for this course. The Midterm Exam covers Chapters 1, 3, 4, 7, and 8. The Final Exam covers Chapters 10, 11, 12, 14, 16 and 18. These exams are **proctored, closed book/closed notes,** and may contain multiple-choice and true/false questions. Each exam is worth 100 points and assesses student knowledge regarding chapters reading. **Proctoring information for the Midterm and Final Exams will be shared in D2L.**

The Midterm and Final Exams are independent student assignments. **Outside assistance of any kind and copying/sharing questions in any format are strictly prohibited** and will be considered a violation of the ETAMU Student Code of Conduct, MGT 585 Honor Code, and copyright law. Overall

class results will be shared for quizzes and exams, but graded tests will not be returned. Quizzes and exams will be reviewed to ensure question quality and overall question performance. See the Class Schedule and the MGT 585 D2L course for exam dates as differences in timing may occur.

Discussion Boards: You will be required to participate in discussion boards with peers throughout the semester. Discussion Boards will open on Mondays at 12am CST and close on Sundays at 11:59pm CST. The prompts for these forums will be based on discussion question(s) regarding the assigned chapter readings. These are opportunities to qualitatively reflect upon the material and details of the topic. You **must** answer in detail. Simple one sentence replies will not be accepted for the original student post or the reply student post. These must be in-depth postings on the material. When posting in response to another student's post, you are expected to add to the in-depth original post whether you agree with the student or not. Do not answer as such, "I agree with you" or "I do not agree with you "or any form of this terminology and leave this as your response. You will not receive any credit for this type of answer. You must discuss your reason for choosing to reply to the student's post in-depth. You must choose a different student's post to reply to each assigned discussion board assignment. Be sure to remember etiquette when responding to student's posts. Do not critique posts or criticize posts. Be respectful! You are required to post your original posting and respond to at least one peer posting to receive any credit for the discussion board assignment. If you do not complete both parts of the discussion board assignment, you will receive a zero. -No exceptions!

For a discussion posts, students are **required to meet a Turnitin originality score of 20% or less** (not counting highlighted parts related to assignment headings, references, and correctly quoted material). Copying/sharing questions or answers in any format is strictly prohibited and will be considered a violation of the ETAMU Student Code of Conduct, MGT 585 Honor Code, and copyright law. More information will be provided in the MGT 585 D2L course. See the Class Schedule for due dates. *Late work is not accepted*.

Individual Written Assignments: You will be required to complete individual written assignments pertaining to material covered in the relevant assigned textbook chapters and/or case studies provided. Assignments will open on Monday at 12am CST and close on Sunday at 11:59pm CST during the week these will be due listed in the course schedule of the syllabus and on D2L under the appropriate Module during the week assigned allowing for ample time to complete. It is your responsibility to work on the assignments regularly throughout the ample time given and do not leave these until the last minute to complete as you will not have an appropriate amount of time for reading and research. This will be reflected in your work and grading. Specific instructions will be provided on D2L for these assignments such as but not limited to APA essay formatting, document requirement format submission, and appropriate resources usage. Again, do not wait until the last minute and day to complete. I do not accept emailed assignments or late work. When uploaded to D2L, assignments will be submitted to the TurnItIn platform automatically. Your TurnItIn percentage is to be at or below 20%. If it is above this percentage, review your TurnItIn report to determine what revisions your assignment may need and contact me if you find it necessary for

help. Also, be aware that if your assignment submits as a <u>draft</u>, there may be revisions that need to be made as indicated in your TurnItIn report even if the report returns a TurnItIn percentage at or below the required 20% threshold or you did not fully submit the assignment by clicking the "submit for grading" button. <u>You must submit your final assignment and not leave in draft format or points will be deducted.</u> You are not to use any form of generative AI for assignments as these are to be reflective of your own knowledge as well as the information provided for the assignments. Generally, assignments are graded on aspects related to the comprehensiveness of content provided for the assignment, the level of accuracy and in-depth responses, the clarity of communication (e.g., spelling, grammar, APA essay formatting, etc.), and the inclusion of appropriate references/citations required to support written answers. Be aware that I must be able to locate the references provided in assignments. Individual feedback is provided on assignments. Additionally, the instructor may provide general feedback, based on the performance of all students, after the close of an assignment via email.

GRADING FORMAT

The course grading scale is: 90-100% A; 80-89% B; 70-79% C; 60-69% D; below 60% F. Students have one week to query a grade once posted. Once all grades are posted, they are final and will not be adjusted. Grades are based on a total of 570 points from the following items:

Syllabus Acknowledgement Signed	1 @ 10 pts	10 pts
Introduction to Class	1 @ 10 pts	10 pts
Chapters Quizzes	5 @ 10 pts	50 pts
Midterm Exam	1 @ 100 pts	100 pts
Final Exam	1 @ 100 pts	100 pts
Discussion Board Postings	3 @ 50 pts	150 pts
Written Assignments/Case Studies	3 @ 50 pts	150 pts
Total		**570 pts**

TECHNOLOGY REQUIREMENTS

<u>**CWID and Password**</u>
You will need your campus-wide ID (CWID) and password to log into the course. If you do not know your CWID or have forgotten your password, contact the Center for IT Excellence (CITE) at 903.468.6000 or helpdesk@etamu.edu.

<u>**Technology-Related Issues**</u>
Personal computer and internet connection problems do not excuse the requirement to complete all course work in a timely and satisfactory manner. Each student needs to have a backup method to deal with these inevitable problems. These methods might include the availability of a backup PC at home or work, the temporary use of a computer at a friend's home, the local library, office service companies, Starbucks, an ETAMU campus open computer lab, etc.

Minimal Technical Skills Needed

Students will need reliable computer and internet access for this course. Students must be able to effectively use myLeo email, myLeo Online D2L, and Microsoft Office.

Learning Management System (LMS) – D2L

All course sections offered by East Texas A&M University have a corresponding course shell in the myLeo Online Learning Management System (LMS). Below are the technical requirements:

- View the Learning Management System Requirements Webpage.
- Learn more on the LMS Browser Support Webpage

Turnitin

MGT 585 will use Turnitin, an originality checker. Discussion Topic Posts must meet a 20% or less similarity threshold. Prior to a deadline, students can resubmit their assignment as many times as needed during the week it is due in order to meet the 20% or less threshold **(not counting highlighted parts related to assignment headings, references, and correctly quoted material)**. It is the student's responsibility to allow enough time for resubmission of their assignment to Turnitin if their initial report did not meet the 20% or less threshold. An assignment not meeting the 20% or less threshold by the due date/time may earn a zero (no exceptions for procrastination, lack of planning, etc.).

Technical Support

If you are having technical difficulty with any part of Brightspace, please contact Brightspace Technical Support at 1-877-325-7778. Other support options can be found on the Brightspace Support Webpage.

COURSE AND UNIVERSITY PROCEDURES/POLICIES

Syllabus Change Policy

The syllabus is a guide. Circumstances and events, such as student progress, may make it necessary for the instructor to modify the syllabus during the semester. Any changes made to the syllabus will be announced in advance.

Student Conduct

All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment. The Code of Student Conduct is described in detail online in the Student Guidebook. Students should also consult the Rules of Netiquette Webpage for more information regarding how to interact with students in an online forum.

Interaction with Instructor

If you have any questions or are having difficulties with the course material, please contact your instructor. Correspondence will always be through university email (your "myLeo" mail) and announcements in myLeo online (D2L). You will not RECEIVE email through D2L, so be sure to check your ETAMU email for communication. Students are encouraged to check university email daily.

Include the Following in Emails with Instructor:

- Course name and subject in the subject line;
- Salutation (Good afternoon, Dr. Jackson)
- Proper email etiquette (no "text" emails – use proper grammar and punctuation)
- Student name and CWID after the body of the email (possibly add to student signature on email)

Course Participation and ETAMU Attendance

As this is an online course, submission takes the place of attendance and will be monitored closely by the instructor. Student online activity is monitored. Students are expected to participate each week. A student who does not participate in the class and complete requirements on time will find it difficult to fulfill his/her course obligations. D2L automatically maintains a log of when students open documents. For more information about the University's attendance policy, please view the [Attendance Webpage](#) and the [Class Attendance Policy](#).

Policy on Late Assignments and Makeups

Late submissions continue to be a serious problem for students. Not fully enforcing deadlines is unfair to those students who sacrifice to meet deadlines. Because unexpected personal emergencies arise, technology fails, and other delays occur, students should make every effort to submit their work well in advance of any deadline. **You will earn ZERO points for late work**. All assignment submissions must be submitted to the designated area. To reiterate, late submissions will NOT be accepted. Computer problems, work issues, last-minute illnesses, and other such reasons do not qualify as valid excuses. - No Exceptions!

Academic Integrity

Students at East Texas A&M University are expected to maintain high standards of integrity and honesty in all their scholastic work. For more details and the definition of academic dishonesty see the following procedures:

- [Graduate Academic Dishonesty University Procedure 13.99.99.R0.03](#)
- [Graduate Student Academic Dishonesty Form](#)
- [Graduate Student Academic Dishonesty University Procedure 13.99.99.R0.10](#)
- [Graduate Student Academic Dishonesty Form](#)

Use of Artificial Intelligence

East Texas A&M University acknowledges that there are legitimate uses of Artificial Intelligence, ChatBots, or other software that has the capacity to generate text, or suggest replacements for text beyond individual words, as determined by the instructor of the course. Any use of such software must be documented. Any undocumented use of such software constitutes an instance of academic dishonesty (plagiarism). Individual instructors may disallow entirely the use of such software for individual assignments or for the entire course. Students should be aware of such requirements and follow their instructors' guidelines. If no instructions are provided the student should assume that the use of such software is disallowed. In any case, students are fully

responsible for the content of any assignment they submit, regardless of whether they used an AI, in any way. This specifically includes cases in which the AI plagiarized another text or misrepresented sources.

Students with Disabilities-- ADA Statement
The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

Office of Student Disability Resources and Services
East Texas A&M University Velma K. Waters Library Rm 162
Phone (903) 886-5150 or (903) 886-5835
Fax (903) 468-8148
Email: studentdisabilityservices@etamu.edu Website: Office of Student Disability Services

Nondiscrimination Notice
East Texas A&M University will comply in the classroom, and in online courses, with all federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information, or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

Campus Concealed Carry Statement
Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in East Texas A&M University buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so.

Pursuant to Penal Code (PC) 46.035 and ETAMU Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations. For a list of locations, please refer to the Carrying Concealed Handguns On Campus document and/or consult your event organizer. Pursuant to PC 46.035, the open carrying of handguns is prohibited on all East Texas A&M University campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.

East Texas A&M Supports Students' Mental Health – Counseling Services
The Counseling Center at East Texas A&M University, located in the Halladay Building, Room 203, offers counseling services, educational programming, and connection to community resources for students. Students have 24/7 access to the Counseling Center's crisis assessment services by calling 903-886-5145. For more information regarding Counseling Center events and confidential services, please visit www.tamuc.edu/counsel

Mental Health and Well-Being

The university aims to provide students with essential knowledge and tools to understand and support mental health. As part of our commitment to your well-being, we offer access to Telus Health, a service available 24/7/365 via chat, phone, or webinar. Scan the QR code to download the app and explore the resources available to you for guidance and support whenever you need it.

IMPORTANT DATES AND INFORMATION

Please be mindful not only of the important dates associated with this particular course but also of the important dates associated with related academic matters, such as registration dates, drop dates, etc. These can be found in the ETAMU Academic Calendar by clicking here.

MGT 585 CLASS SCHEDULE (Spring 2026)

	Module Dates	Topics & Readings	Class Requirements (All Deadlines are Central Time)
1	3/16-3/22	Read Chapter 1: Management and Organizational Behavior Read Chapter 3: Perception and Job Attitudes	Read Class Syllabus and Sign Syllabus Acknowledgement (Due 3/22, 11 pm) Chapters Quiz #1 (Due 3/22, 11 pm) Discussion Board #1 Assignment (Due 3/22, 11 pm)
2	3/23-3/29	Read Chapter 4: Learning and Reinforcement	Individual Assignment #1 Assignment (Due 3/29, 11 pm)
3	3/30-4/5	Read Chapter 7: Work Motivation for Performance Read Chapter 8: Performance Appraisals and Rewards	Chapters Quiz #2 (Due 4/5, 11 pm) Discussion Board #2 Assignment (Due 04/5, 11PM)
4	4/6-4/12	*Midterm Exam: Chapters 1,3, 4, 7 & 8*	**Exam Opens 4/6, Monday 12am and Exam Closes 4/12, Sunday 11pm**
5	4/13-4/19	Read Chapter 10: Understanding and Managing Work Teams Read Chapter 11: Communication	Chapters Quiz #3 (Due 4/19, 11 pm) Individual Assignment #2 (Due 4/19, 11 pm)
6	4/20-4/26	Read Chapter 12: Leadership Read Chapter 14: Conflict and Negotiations	Chapters Quiz #4 (Due 4/26, 11pm) Discussion Board #3 (Due 4/26, 11 pm)
7	4/27-5/03	Read Chapter 16: Organizational Structure and Change Read Chapter 18: Stress and Well-Being	Chapters Quiz #5 (Due 5/3, 11 pm) Individual Assignment #3 (Due 5/3, 11pm)
8	05/04-5/10	**FINAL EXAM: *Chapters 7, 8, 9, 10, 11, 12, and 13***	**Exam Opens 5/4, Monday, 12 am and Exam Closes 5/8, Friday, 11 pm**